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Monitor Newsletter May 28, 1990

Bowling Green State University

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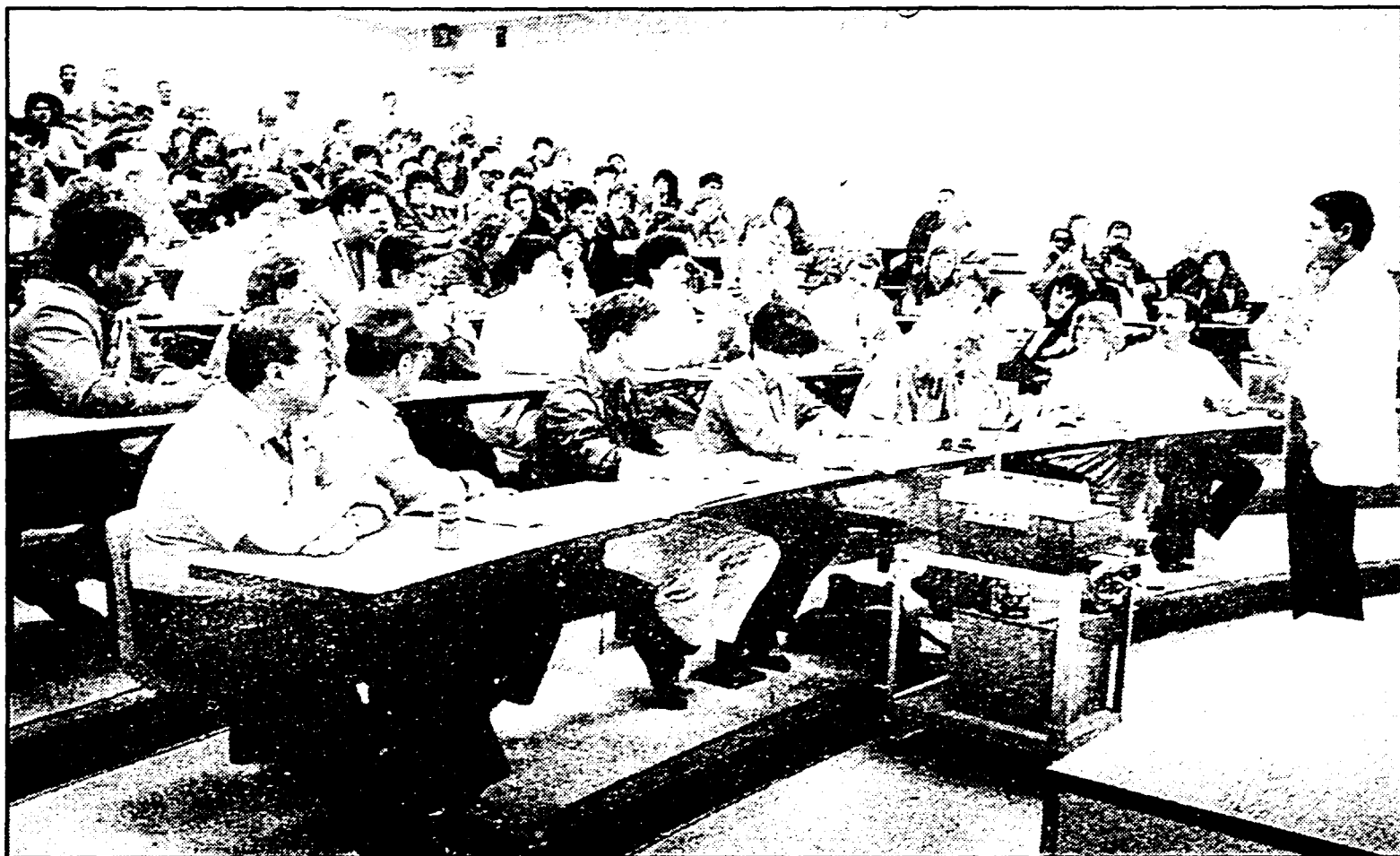
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Bowling Green State University

May 28, 1990



Carl Cogar, director of the physical plant, addresses the large audience that attended the May 23 Classified Staff Council meeting on the subject of a proposed sick leave standard. He agreed to table the proposal while CSC develops another option that would be more satisfactory to employees.

Classified employees oppose sick leave proposal

Classified Staff Council met before a packed house when the subject of new sick leave guidelines was discussed May 23. More than 150 classified employees jammed into a lecture hall in the Business Administration Building to voice their objections to a policy proposed in the plant operations and maintenance area.

Carl Cogar, director of the physical plant, circulated a memo April 23 informing employees of new proposed sick leave usage standards that were to become effective May 1. However, due to the outcry at the May 23 meeting, Cogar said he would be willing to put the proposal on hold and work with CSC on a counter proposal that would satisfy everyone.

Cogar's original proposal stated: "Each separate or distinct absence for which no evidence of disability (physician's statement) is provided is considered an undocumented occurrence. An absence of two or more consecutive days is still considered to be one occurrence. In determining whether an individual's sick leave usage is legitimate, the number of undocumented occurrences within a specified time period is used."

The memo listed several standards that would be consulted to determine whether an employee's absences are excessive and what corrective action would be recommended. It stated if seven or more undocumented occurrences in the previous 12 months had occurred, step three of the disciplinary policy and procedure (possible suspension or firing) would be implemented. "Malingering or casual use of sick leave privileges with intent to defraud shall be considered cause for termination of employment," the memo said.

Cogar addressed the audience at the meeting saying the purpose of the proposal had been to provide departments with provisions to handle sick leave abuse. It was developed according to a standard format used at many other institutions throughout the country, and it did

not violate any provisions in the Ohio Revised Code, he said.

However, many members of the audience complained that according to the Classified Staff Handbook, employees accrue 15 sick days per year and the proposal would be eliminating this benefit.

Cogar said the policy was not eliminating the 15 days, but simply requiring employees to provide documentation that they legitimately used them for sick leave. "Just because you accrue 15 days of sick leave doesn't mean you have a right to take them," he said. "Some people look at sick leave as 15 more days they can take off from work. That's not true. It is time available to take only if you need it. Sick leave is supposed to be used when you are sick."

Some members of the audience said there is no incentive not to use sick leave. When a classified employee retires, he or she will be paid for 250 accumulated hours, regardless if the person has more than that amount. However, Cogar said they should be happy they are paid for any amount of unused hours because some institutions do not compensate at all upon retirement.

Many classified staff were concerned that they would legitimately use more than seven days of sick leave a year and still be penalized. Sick leave may be used not only when an employee is sick, but also when a spouse or dependent is ill. "If you have more than one child, it is easy to use more than seven days of sick leave in a year," one woman said.

Joyce Hyslop, chair of CSC, said it appeared the intent of the proposal was to address abusers of sick leave, but instead was punishing all classified staff with its restrictions.

Cogar agreed that the proposal was developed to help determine who was abusing the University's sick leave policy, but employees who honestly used sick leave would not be harmed by it. Some members of the audience said it is not necessary nor affordable to go to a doctor's office every time they are sick. Therefore, they would not be able to provide a physician's excuse every time they actually were ill.

Cogar responded that employees should not be upset at having a few "undocumented oc-

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Finalists named for Olscamp Research Award

Four finalists have been selected for the 1990 Olscamp Research Award. They are Dr. Carmen Fioravanti, biological sciences; Dr. Arjun K. Gupta, mathematics and statistics; Dr. Vivian M. Patraka, English; and Dr. Martha W. Tack, educational administration and supervision.

The winner of the award will be announced at the start of the fall term.

The finalists were selected on the basis of their scholarly accomplishments for the last three years. Criteria for the award include significance within the discipline, national and international import of the work, artistic or scholarly creativity and contribution to

knowledge, culture or professional practice.

Fioravanti has conducted pioneering work on metabolic pathways in parasitic invertebrates that has been supported by NWH since 1980. Gupta is a widely published author in the field of multivariate statistics and a Fellow of the American Statistical Association, the Institute of Statistics and the International Statistical Association. Patraka is known for her widely acclaimed work on women in the theatre and the Holocaust in contemporary drama which has been published by the leading journals and presses in her field. Tack has received national recognition for her innovative work on the effective college president.

Firelands presents first outstanding alum award

Firelands College recently presented its first Outstanding Alumnus Award to Cheryl L. Krueger. Krueger is the founder and owner of Cheryl's Cookies, now called Cheryl and Company.

The award is presented to a former Firelands College student who has completed at least 24 semester hours at Firelands College; earned an associate or bachelor's degree; demonstrated achievement in his or her profession or vocation and demonstrated service to his or her community.

Krueger began her college education at Firelands in 1970. She was the president of the Student Activities Board, was the first runner-up in the 1972 Miss Firelands Campus Pageant and received the Society of the Flame, a leadership award, as well as several scholarships. She continued her studies at the main campus where she was vice president of Mortar Board.

After graduating in 1974 with a bachelor's degree in home economics, Krueger became assistant buyer at Burdines, a department store in Miami, Florida. She joined the Limited in Columbus in 1976 and became merchandise manager of dresses.

Her fashion career allowed her to travel extensively in Europe where she first observed the Europeans' unique display of gourmet foods. She said she was motivated to use her baking skills and create a successful and visually appealing environment in which to sell her cookies.

She established the first Cheryl's Cookies Shop

in the French Market in Columbus and today is the sole owner of the business which has expanded to 17 retail stores in three states. In 1986, The Gourmet Gift division which handles ice cream and a variety of cookies was established.

Krueger currently is on the Board of Greater Columbus Arts Council and the Ohio State University Home Economics Advisory Board. She was the recipient of the 1987 YMCA Women of Achievement Award and was named Ohio Business Person of the Year.

Wilson receives honor

The Phi Mu Alpha Sinfonia music fraternity has presented its 1989-90 Distinguished Teacher Award to Dr. Donald Wilson, musical arts.

Wilson, who received a plaque, has taught music composition and history at Bowling Green since 1967. His compositions have been performed at many new music festivals throughout the United States.

In addition to teaching and composing, Wilson produces and hosts a nationally distributed New Music Festival radio series. The series features performances by Bowling Green faculty.

Osmond to perform

Singer Marie Osmond will be the featured entertainer at the 15th annual Parents Day Show Nov. 10.

The Wallace DePue family of Bowling Green, recipients of the American Music Conference's 1989 Amateur Family of the Year Award for their performances as violinists, will open the show beginning at 8 p.m. in Anderson Arena.

Tickets for the show, priced at \$15, \$11 and \$7, can be ordered by contacting the Alumni Association at the Miletic Alumni Center, 372-2701. All seats are reserved.

Transportation needed

A custodial employee of Harshman Quadrangle is in need of transportation to and from the University each day. She resides in Pemberville and works from 6:30 a.m.-4 p.m. Monday through Thursday and 6:30-10:30 a.m. on Fridays.

Anyone who may be able to provide a ride should contact Carol at Harshman at 372-8388.

Obituary

Lajos L. Vincze

Dr. Lajos L. Vincze, 70, a 22-year member of the sociology department, died May 21 in St. Vincent's Medical Center following a bicycle accident.

He had been planning to retire from the University July 1.

Vincze earned his doctoral degree summa cum laude from the University of Hungary. Before coming to Bowling Green, he taught at Morehead State University.

His fields of research included peasant society, sociolinguistics, kinship and pastoralism and he was a frequent contributor of articles to journals and books.

Vincze was a member of the American Anthropological Association, the American Hungarian Educators Association and the International Association of Hungarian Studies.

Datebook

Wednesday, May 30

Computer Services Summer Seminar, "Spreadsheet (Mac)," 1:30-3:30 p.m., Technology Lab. Call 372-2102 to register.

Monday, June 4

Computer Services Summer Seminar, "Intro to Hypercard (Mac)," 1:30-4:30 p.m., Technology Lab. Call 372-2102 to register.

Lecture, "University/Industry Relations: Problems and Prospects," by Dr. Eve Menger, vice provost at the University of Virginia, 4 p.m., Alumni Room, University Union. Presented by the Office of Academic Affairs and the McMaster Institute.

CSC from the front

currences" in their files. It was only when there were more than seven a year that stricter disciplinary action would be taken. However, many employees attending the meeting said they didn't want any undocumented occurrences in their files if they were legitimately using sick leave and felt only their word should be taken when they called in sick. "If we have fair and equitable steps already in place at the University, why did you feel that you should change it?," one woman asked.

Cogar said upon joining the University this spring, the pervasive complaint he heard from supervisors and production workers was they were understaffed because too many people were taking sick leave when they weren't actually ill.

"In the maintenance business, we need people at work. The existing policy doesn't provide management with a tool to gauge employees' attendance. We wanted to provide guidelines for management without them having to do a lot of investigation," Cogar said. "Under this proposal, a conscientious employee won't accrue enough time off to be in any trouble, but those who abuse it will. It's to handle the abusers."

In other complaints about the proposal, members of the audience said it may affect the University's health insurance since the requirement of a doctor's excuse would produce more claims. Others said they were concerned that there already are many inconsistencies between supervisors, and each would handle the policy differently.

However, in a show of hands, the majority of the audience agreed there are abusers of sick leave on campus and something should be done to handle them.

"I'm not your enemy. We're all on the same team," Cogar said. "There are many hard-working people at this University and I'm trying to do something to support those conscientious efforts. If this proposal isn't going to work, I'm open to suggestions."

Hyslop said CSC would begin working on a counter proposal and hopefully have it ready for discussion in the next six weeks. She urged classified employees to contact their CSC representatives with their input and concerns. The names and phone numbers of the council members are listed in the front of the new handbook.

In other business, the council discussed vacation accrual with Annmarie Heldt, executive director of personnel services. Recently the council had proposed a handbook change providing classified staff to accrue more vacation in a shorter period of years. Heldt responded in a memo that such a proposal was considered a change in compensation and not allowed as a handbook change.

At the meeting, Heldt said the University's vacation standards for classified staff currently meets the minimum standards provided for in the Ohio Revised Code. Whether additional time can be allotted on a less seniority basis is a decision of the University's Administrative Council, made up of the vice presidents, the treasurer and president.

Heldt said several years ago Administrative Staff Council requested additional vacation days through Administrative Council. She suggested CSC follow the same path and ask ASC for help in preparing its request.

Golf outing planned

The Classified Staff Council's annual golf outing is being planned for June 1 with the first tee off at 11:30 a.m. All faculty, staff, administrators and their guests are invited to participate.

The rain date is June 8.

There is a \$7.50 greens fee per participant for the event which will take place at the Creason Golf Course. In addition, a raffle is being held with prizes of golf games at area golf courses.

To register for the outing, call Kay Gudehus at 372-6813 or Bob Kreienkamp at 372-2700. Registration deadline is May 25.

For sale

Computer services has the following surplus Apple IIe computer systems for sale: five Apple IIe CPUs with two external disk drives and Apple printers; three Apple IIe CPUs with one external disk drive and Apple printers; and one Apple IIe CPU with one external disk drive.

If interested, please contact Charles Schultz at 372-2911.

Classified Employment Opportunities

New Vacancies

Posting Expiration Date: 10:30 a.m., Friday, June 1.

6-1-1 **Account Clerk 2**
Pay Range 26
College of Education
Temporary, part-time

Faculty/Staff positions

The following faculty positions are available:

Biological Sciences: Instructor (temporary, full-time). Contact Reginald Noble (2-2332). Deadline: July 7.

IPCO: Instructor. Contact Michael Marsden (2-2823). Deadline: July 1.

School of Art: Assistant professor, graphic design (temporary, full-time, anticipated). Contact Thomas Hilty (2-2786). Deadline (extended): June 1

The following administrative positions are available:

Applied Human Ecology: Child development specialist. Contact Deanna Radeloff (2-2026). Deadline: June 1 or until filled.

Center for Archival Collections: Reference archivist. Contact Ann Bowers (2-2411). Deadline: May 30.

Communication Disorders: Clinical supervisor (temporary, full-time). Contact Linda Petrosino (2-7165). Deadline: June 1.

Office of Multicultural Affairs: Director of special programs. Contact Annmarie Heldt (2-2558). Deadline: June 9.